

Mama Cleo's Boy's Home

Mexico

IMPROVEMENT ROADMAP

August | 2023



Overview of this Children's Home

Background & Mission

Mama Cleo's Boy home was started by "Mama Cleo" and her family in 2017. They have now grown to be a fully legal entity as of 2022. The home now has 18 boys with caregivers, a cook and chauffeur. Their mission is to provide a loving home to guide and nurture the development of any child without family support so that they become good men and contribute to society. We help children and adolescents first, to be part of a loving family. We model the values of love, responsibility and commitment because we are a family.

For us it is very important to help heal the hearts of our children, providing them with the tools that will teach them to forgive, accept their stories and move forward in their lives.



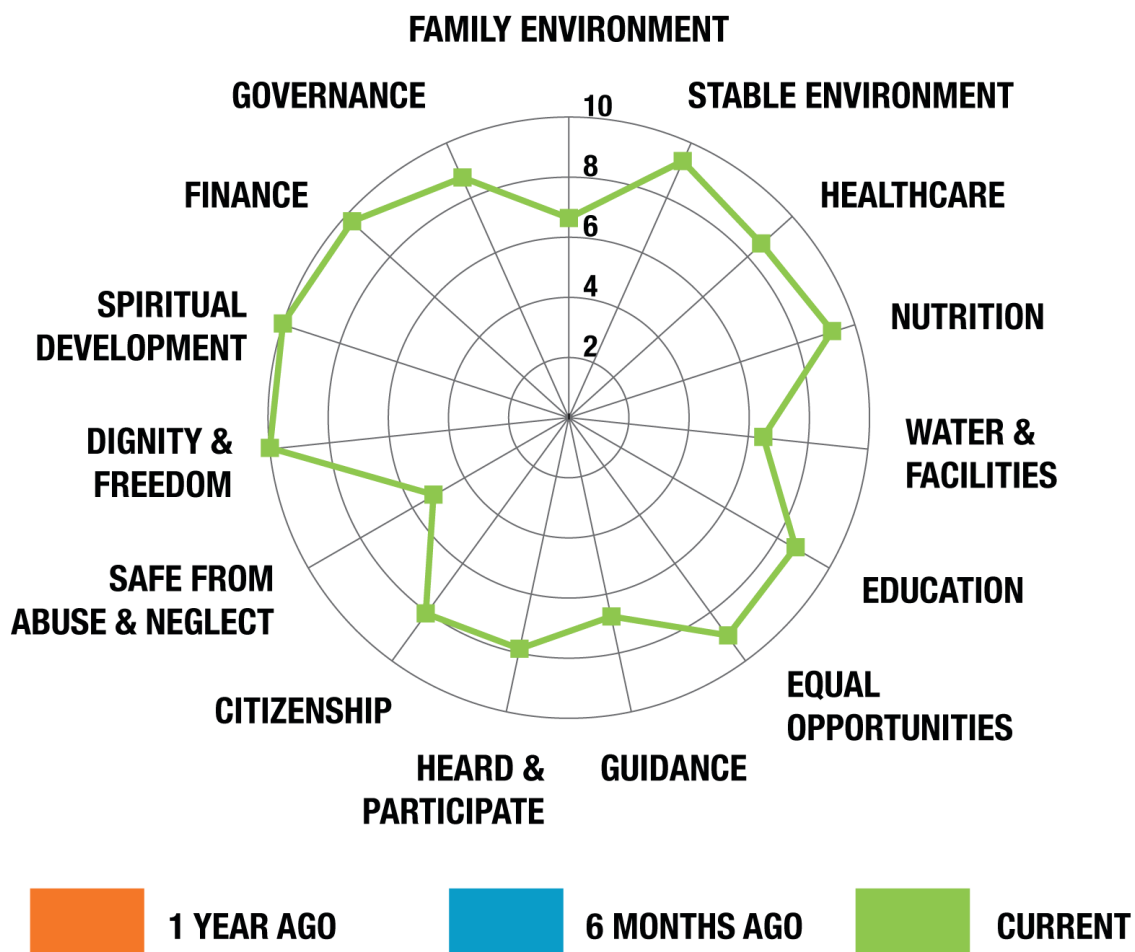
The Thrive Assessment

What is the Thrive Assessment?

In 1959, the United Nations (UN) adopted the Declaration of the Rights of the Child, which defines children's rights to protection, education, healthcare, shelter, nutrition and more. We have codified all 13 Rights, as well as a Finance Standard and a Governance and Human Resource Standard, resulting in a total of 15 standards. These standards ensure that children receive care that truly helps them to thrive, now and in the future.

The Thrive Assessment will be administered every 6 months with each partner home to chart the progress of each standard. Our team works with caregivers to outline next steps which and compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

INSTALL PIPING FOR CITY WATER

RESUMEN DEL PROYECTO	The home has limited water and sewage due to being on a property outside of town. Staff have to call water trucks to fill their cistern and water tanks, as well as trucks for emptying their sewage tanks. The director has spoken to the town mayor on having the home connected to the city pipes. The estimated cost is \$6,000 USD. This would help the home not worry about running out of water in the future.
COSTO INICIAL ANTICIPADO	\$100,000 MXN \$6,000 USD

SOLAR POWER BATTERIES

RESUMEN DEL PROYECTO	MCBH currently has a limited solar system that causes them to have power outages every night. The home needs to buy 4 new lithium batteries to be able to sustain the home's electrical needs. Each battery costs \$2,000 USD.
COSTO INICIAL ANTICIPADO	\$34,800 MXN (CADA UNO) \$2,000 USD (EACH) x 4 = \$8,000 USD

KITCHEN AND DINING AREA

RESUMEN DEL PROYECTO	MCBH was blessed with a property as their forever home. It is a great property with lots of potential. One of the first projects the home would like to accomplish is to build a kitchen building and an outside dining area for their boys. They have adapted a space outdoors for the kitchen but it needs to be built to have an enclosed kitchen and pantry space. An estimate and design for this project was made by an architect and the total needed to build it is \$43,200 USD
COSTO INICIAL ANTICIPADO	\$750,000 MXN \$43,200 USD



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

El hogar se encuentra actualmente en un nivel de supervivencia en esta categoría. Mama Cleo's Boys Home (MCBH) se mudó a su nueva propiedad en abril; desde entonces ha habido muchos cambios y movimientos. Actualmente 14 niños de 7 a 16 años de edad viven en la propiedad principal con 2 cuidadores durante el día y los directores. Los directores viven en la casa y vigilan a los niños por la noche. El hogar tiene 2 niños pequeños de 3 y 4 años que viven en otro centro con su propio cuidador. El hogar ha acogido recientemente a un bebé de 5 meses que está en la casa durante el día pero tiene su propio cuidador por la noche fuera del sitio. El hogar está trabajando para desarrollar planes de incorporación para los cuidadores y también les gustaría tener una formación coherente para ellos. Se anima a los grupos de hermanos a pasar tiempo juntos. Uno de los miembros del personal trabaja en conexión con el DIF y los trabajadores sociales de los niños, pero el hogar no tiene autoridad para establecer visitas familiares. MCBH permite las visitas siempre que el DIF las organice. El hogar está trabajando para conectarse con un psicólogo como recurso para sus niños y sus cuidadores. Por ahora, dependen del DIF para los psicólogos y otras necesidades de los niños. El DIF no es consistente y cambia de psicólogos a menudo y no tiene un buen sistema.

- ☐ Create an onboarding plan for new caregivers/staff.
- ☐ Find quarterly training on trauma informed care.
- ☐ Solidify relationships with psychologists for kids and caregivers.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

In this area the home is at a thriving level. The home's rules and consequences are clear and not harsh. The boys are called by their preferred names by all staff but it is not always the case between the boys. The boys have unstructured time where they can play freely. The director meets with staff and they have used DIF's psychologist for support on behavioral issues. Caregivers have 1 and a half to 2 days off per week and the turnover rate is very low. Caregivers commit to working with the home long term verbally but contracts are renewed yearly. The staff engage and play with the children and directors have meetings with staff to discuss how to create a good environment. As a home, the directors and staff have traditions like Friday night movie night and celebrating birthdays.

- ☐ Make sure consequences are understood by all staff.
- ☐ Help the boys to not use demeaning names towards each other.



Right to Healthcare

SURVIVING

SUSTAINING

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☐ Continue the excellent standard of care in this category



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

The home is currently at a thriving level. The food is prepared in a hygienic manner though, because their kitchen is in an outdoor space, there can be a problem with flies. One of the pressing needs of the home is to build the kitchen and dining area that will have more structure and will be closed off. This project is estimated to cost \$44,100 USD or 750,000 Pesos. Besides that, the home provides appetizing and tasty foods with protein served daily. The food storage area has issues with pests but the home is doing what is needed to help get rid of them. Dishes are washed and counters are wiped down promptly. The home has worked with a nutritionist to create a healthy menu that is used by the cook. The cook likes to take the boys' suggestions and often asks them what they like, as well as making special treats for them.

☐ Organize the food pantry and keep it free of pests.

☐ Build the planned kitchen and dining area



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

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- ☐ Purchase 4 lithium batteries and install outdoor lighting.
- ☐ Purchase a generator for power outages.
- ☐ Take civil protection training and create an emergency plan.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

MCBH is currently thriving in this area. All of the boys under the home's care attend school, including boys without the proper documents due to DIF's inability to provide them. The home has made way for the boys to continue their education. All of the boys are doing well with literacy, and there are volunteers helping in that area. There is one boy that has difficulty with language but is going to DIF for educational support. MCBH has a teacher on staff that helps the boys with homework and is in charge of evaluating them as well. She works with the schools too to make sure the boys are doing well. Whenever the school and the home notice that a boy is having difficulty with school, they notify DIF and they make sure to evaluate the child. There is room for improvement when it comes to educational plans to help the boys. The home has identified the need for an educational space with computers and a library. The boys have access to a computer in order to do homework but the directors would like to have computer classes for the boys. One on one tutoring is available to the boys who need extra help and group tutoring is mostly how homework is done with the teacher on staff. For boys 18 and older, the home provides a space for them as a transition home and helps them find support in case of wanting to pursue a higher education. As of now, the home does not have a study fund.

- ☐ Find funding for boys pursuing additional education post children's home.
- ☐ Create a computer lab to teach boys essential work skills.
- ☐ Find more tutors to help boys with homework and advisory.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

MCBH is currently thriving in this category. Each boy has an area for their personal belongings but there is a need to improve some of the spaces for them. The home makes sure to find a way for all of the boys to attend school despite not having all of the necessary documents from DIF. The home does not take boys with physical or learning disabilities. If they have a specific need like glasses or bigger needs, the home will seek out help in the community to make sure to fulfill the need. The home is working on transition plans but needs to further develop the program and implement it with the boy's ages 15 and older.

- ☐ Finish creating and implementing transition plans for boys 15+.
- ☐ Make sure each boy has a nice space for personal belongings.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

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- ☐ Identify psychologists for the home's needs.
- ☐ Create policy on preventing sexual abuse and train staff on the topic.
- ☐ Work on transition plan and life skills program for boys 15+



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Mama Cleo's is currently sustaining in this area. Children are able to choose what to do with their free time. Though the boys have room to play, the home would like to build a playground and a soccer/basketball court. When a child verbalizes their needs they are acknowledged. The director makes sure to support his boys. The home cook often asks the boys what foods they would like and makes sure to make special treats every once in a while. The boys get to pick out what to wear every day. Whenever a child has a medical appointment, the staff make sure to inform them well in advance and offer them the opportunity to ask questions. The boys are able to opt out of non-essential activities. The caregivers and director have meetings to discuss ways to support the boys but have not created development plans for each child. The home tries to provide activities and responsibilities where the boys can take on leadership roles but would like to find more ways to support leadership in the boys.

- ☐ Create developmental plans for each boy
- ☐ Find more ways to teach leadership



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The home is sustaining in this area. Most of the boys have their birth certificate, as each case is different and important. Paperwork pertaining to the children is provided by DIF. Caregivers and directors have conversations on how to teach the boys responsibility and work together to find ways for the boys to implement it but there is no formal training. The boys have personal responsibilities that include age-appropriate chores. As a home, they observe national and local holidays and celebrate big holidays together. The home is not free of litter and other objects but is working to organize all of the spaces and they have a designated place for all of the things. Boys can be a bit messy and they are working to help teach them to be cleaner. The boys participate in home outings like going to the park or movie theater. Some boys have football matches and are taken by the director. The schools the boys go to teach ethics and the governing process in age appropriate courses. The director is a mentor and teaches the older boys life skills. He would like to have a more developed course and plan. As a home, they take time to give back to their communities and take the boys to pick up garbage from the streets. The director makes sure to discuss major current events with the boys.

- ☐ Find training on teaching responsibility
- ☐ Find/create a life-skills plan or course
- ☐ Create spaces free of clutter and litter to ensure the safety of the boys



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

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- ☐ Create policy on abuse prevention, child protection, and child exploitation.
- ☐ Find training for all staff on identifying and preventing abuse.
- ☐ Create visitors policy



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

MCBH is currently thriving in this area. Children are taught to take care of their hygiene, with boys brushing their teeth at least once a day (some more) and bathing daily. Each boy has their own bed, clothing and undergarments. Each boy's bed sheets and towels are washed weekly or when needed. The outdoor area is safe for the boys to play but the home would like to build a playground and sport court on the property. The boys have age appropriate toys and art supplies are available during arts and craft time. Boys that are of working age are able to find work in the community and keep their earnings. MCBH actively helps find opportunities for the older boys to work if they want to. The home also holds a weekly car wash to raise funds for the boys. Adolescents and teens participate and are compensated for helping wash cars. Boys are able to opt out of washing cars if desired.

- ☐ Build a playground and sport court for the boys.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The home is currently thriving in this area. The boys of MCBH have the opportunity to be a part of the spiritual community. They attend church on Sundays and a youth group on Saturdays. They also have the opportunity to go to conferences and youth retreats. All boys participate in group devotions and prayer time led by the director. MCBH teaches their boys about religious holidays and has material and books available if boys want to grow more spiritually. The boys participate in many events at the church and have opportunities to practice their spiritual learnings. Though there is space for prayer and meditation, the home would like to build a community space that can be used for group time and individual time.

☐ The home is doing a great job at providing spiritual development.



Finance Standard

SURVIVING

SUSTAINING

THRIVING

MCBH is thriving in this area. The home's director keeps track of all of the income and expenses digitally and in binders. All records are available for review. Income taxes are paid every year according to government requirements. The director keeps receipts and creates a profit and loss statement every month. Controls are in place to minimize opportunities of misuse of funds and non recurring purchases are decided by the board of directors. Bank accounts are reconciled monthly and are reviewed by an external accountant quarterly. The home has created plans and estimated costs with architects for the major construction projects needed to improve the home.

☐ The home is doing an excellent job with the finance standard of the thrive and should continue to do what they are doing.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The home is currently thriving in this area. The land and vehicles are secured in the name of the home so they can't be sold for personal gain. Whenever a new caregiver is hired, they shadow an experienced caregiver. Staff meetings are held weekly to address issues and improve processes and for staff to receive support pertaining to their positions. All staff have access to the home's organizational chart. The home is still working to obtain all of the official licensing required by the government, such as the civil protection training for staff and internal plan for the home. Not all of the staff have received training on attachment and child development but the director would like for all of MC staff to be trained. MCBH has a board of directors that meets monthly. Because of the lack of staff, vacation and leave are not always taken but the director makes sure that staff is taken care of. Employee files are kept and updated regularly with important information. Discussion and guidance from the director is had with staff on the importance of and practical ways to facilitate child participation.

- ☐ Complete Civil Protection training and plan.
- ☐ Find training for staff on attachment and child development.
- ☐ Hire additional staff to be able to abide by the vacation and leave policy



Current Improvement Partners



Oak Life

Oak Life

Oak Life is a small non-profit in the orphan care space that builds educational opportunities for orphanage teams and also runs a training school/sending agency for students wanting to enter alternative child care work. One of their goals in this is to see institutions begin to operate more as families. They teach a therapeutic care model that is family-centered and encourage home structuring that fosters a family environment.

For a list of projects and opportunities to coordinate on go to
www.ACHF.org/Projects

